

2021 HOUSE COMPENSATION & DIVERSITY STUDY

Compensation & Benefits



52.5%

The 2021 House Compensation and Diversity Study was administered to 10,995 House staffers; more than half (5,777) responded to this survey.



HOUSE STAFF COMPENSATION

Median Compensation

Based on staffers who participated in this survey:

\$59,000 Median annual earnings for **House staffers**

\$50,000 Median annual earnings for staffers in **Member offices**

\$115,000 Median annual earnings for staffers in **Committee/Leadership offices**

\$96,766 Median annual earnings for **House Officers**

Highest and Lowest Paid Jobs in the House

4 highest paying jobs

\$173,900	Counsel/Senior Counsel (House Officer)
\$169,522	Staff Director/Deputy Staff Director (House Officer)
\$165,000	Deputy Staff Director (Committee/Leadership)
\$163,000	Senior Counsel (Committee/Leadership)

\$42,000	Legislative Correspondent (Member Office)
\$37,500	Staff Assistant (Member Office)
\$12,000	Paid Intern* (Committee/Leadership)
\$10,200	Paid Intern* (Member Office)

4 lowest paying jobs

Pay Increases

(in the last 12 months)



28.8%

of staffers received a **cost-of-living adjustment**; median of 1.0%



55.6%

of staffers received an **annual salary increase/raise**; median of 6.0%



67.8%

of staffers received a **bonus**; median of \$3,500

Salary Equity

Based on data from those who participated in this survey, House staffers **receive equal pay for equal work** regardless of gender, race, ethnicity, age, faith, sexual orientation, disability status, childhood caregiver education, caregiver responsibilities, and duty location.

- Median salary differences may be attributed, in part, to job type, Hill tenure, and education.

Salary Benchmarks

On average, House staffers have lower salaries than comparable jobs in the private sector and Federal government.

*Salary data for Paid Interns are annualized

2021 HOUSE DEMOGRAPHICS & COMPENSATION STUDY

Compensation & Benefits

BENEFITS

Paid Leave



98.6%

of staffers receive paid time off (PTO); **average of 18.7 days.***

*Staffers who receive PTO do not necessarily use PTO



95.9%

of staffers receive sick leave; **average of 11.9 days.***

*Staffers who receive sick leave do not necessarily use sick leave

When compared to the U.S. workforce benchmark, House staff receive more paid leave days.



DATA INSIGHTS

Based on staffers who participated in this survey:

- Staffers with more paid leave have lower intentions to look for a job elsewhere.
- Staffers with higher levels of education, in higher job levels, and with longer Hill tenure make higher salaries.
- Staffers with longer Hill tenure and higher-level jobs earn more leave days and have more job flexibility.
- Compared to Washington DC-based Member-Office staffers, District staffers are more satisfied with their salary and benefits and less likely to turnover. District staffers work fewer hours per week and have more job flexibility.
- Compared to younger House staffers, older staffers are more satisfied with their salary and benefits, and less likely to quit. Older House staffers have significantly higher salaries, Hill tenure, job type, and paid leave days compared to younger staffers.

Telework Arrangements (pre-COVID)

40.8%

of staffers can work remotely (in recess).

30.8%

of staffers can work remotely (in session).

Student Loan Repayment

99.1%

of offices offer some or all staffers student loan repayment.

Among offices that have a student loan repayment benefit, an **average of \$170.50 per month is offered.**

Parking & Transit Benefits

91.9%

of offices offer parking benefits (e.g., designated parking spot on campus).

14.1%

of staffers receive transit benefits (e.g., public transit).



SATISFACTION WITH COMPENSATION & BENEFITS

38.6%

of staffers who participated in this survey **believe their compensation is appropriate for their position.**

70.7%

of staffers who participated in this survey are **satisfied with the benefits they receive** from the House.

